



Report to the Auburn City Council

Action Item
Agenda Item No. 9

City Manager's Approval

To: Honorable Mayor and City Council Members
From: Robert Richardson, City Manager
Andy Heath, Administrative Services Director
Date: September 13, 2010
Subject: Auburn Firefighters' Association Memorandum of Understanding

The Issue

Shall the City Council approve the negotiated Memorandum of Understanding between the Auburn Firefighters' Association and the City of Auburn?

Conclusions and Recommendations

By **RESOLUTION** adopt the Memorandum of Understanding between the Auburn Firefighters' Association and the City of Auburn for the period July 1, 2010 through June 30, 2011, and authorize the City Manager to sign on behalf of the City.

Background

As a means to secure a current Memorandum of Understanding (MOU) between the City of Auburn and the Auburn Firefighters' Association Local 4110 (Association), both parties entered into negotiations on April 19, 2010. The negotiation process has concluded with both parties tentatively agreeing to the following general changes:

- Term of MOU - One (1) year MOU effective July 1, 2010 – June 30, 2011
- Salary Increases - None
- Continuance of the "Cost Savings Plan" through June 30, 2011, wherein Association members receive "Mandatory Time Off – MTO" in exchange for 3.15% of salary; and Association members pay the full 9% of the employee's CalPERS premium. Upon expiration of the Cost Savings Plan, Association members will continue to pay the 9% employee's CalPERS premium.
- Association members hired after July 1, 2010 will be subject to a revised retirement formula – CalPERS 2% at 50.

- Association members hired on or after July 1, 2010 will be required to pay 70% of the premium cost of CalPERS health plans offered to City employees (excluding the highest and lowest).
- Association members hired on or after July 1, 2010 shall not be eligible for Longevity Pay.
- The City agrees to amend the Fire Service CalPERS agreement to provide the 75% industrial disability benefit under Section 21428 of the Public Employee's Retirement Law to be effective July 1, 2011.

Alternatives Available to Council; Implications of Alternatives

1. Adopt a resolution to authorize the City Manager to execute the Memorandum of Understanding between the Auburn Firefighters' Association and the City of Auburn for the period July 1, 2010 through June 30, 2011.
2. Do not adopt a resolution and direct the City Manager accordingly.

Fiscal Impact

The total net incremental fiscal impact for the above changes is:

Fiscal Year 2010-11 - \$84,652 General Fund Savings

The savings referenced above are included in the budget adopted for Fiscal Year 2010-11.

The tentative Memorandum of Understanding between the City of Auburn and Auburn Firefighters' Association is available for review in the City Clerks Office and the Administrative Services Department

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RESOLUTION NO. 10-
RESOLUTION AUTHORIZING EXECUTION AUBURN FIREFIGHTERS'
ASSOCIATION MEMORANDUM OF UNDERSTANDING

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby adopt the
Memorandum of Understanding between the Auburn Firefighters' Association
and the City of Auburn for the period July 1, 2010 through June 30, 2011, and
authorizes the City Manager to sign on behalf of the City.

DATED: September 13, 2010

Bridgett Powers, Mayor

ATTEST:

Joseph G. R. Labrie, City Clerk

I, Joseph G. R. Labrie, City Clerk of the City of Auburn, hereby certify
that the foregoing resolution was duly passed at a regular meeting of the City
Council of the City of Auburn held on the 13th day of September 2010 by the
following vote on roll call:

Ayes:
Noes:
Absent:

Joseph G. R. Labrie, City Clerk

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